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MEMORANDUM

TO: Ms. Rosemary Figueroa  
Staff Director, IAG  
Office of Personnel Management

FROM: Louis C. Kachulis  
Assistant Director for  
Personnel Security  
and Investigations

SUBJECT: Meeting of Committee on Security  
and Suitability

REFERENCE: OPM Memorandum of July 18, 1980

The Department of State, Office of Security, cannot support the system of designating position sensitivity proposed by OPM in its FPM Bulletin 732-3 of July 24, 1980. Our position is primarily influenced by the fact that we are a sensitive agency, directly involved in foreign affairs, whose employees are subject to worldwide assignment and require a Top Secret clearance. We view the existing proposal for a revised designation system as a further complication of a clearance system which is already viewed as sufficiently complex. Nevertheless, State concurs with the concept that the personnel selection process should be tougher (employment suitability) and the security clearance process more detailed (individual reliability) as the sensitivity of the position, access to information and capability to do damage increases.

State proposes that the application of existing levels of position classification (non-sensitive, non-critical sensitive, critical sensitive) comprise the most efficient method of meeting the needs of the Foreign Service. While "risk assessment" is offered as a new approach to establishing criteria for the classification of positions and activities, it would appear that the measure of risk and its attendant conclusions have always been considerations in determining the designation level for positions within the Department of State.

State Dept. review  
completed

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It is anticipated that mandatory adoption of the proposed system encompassing five levels of position sensitivity and corresponding five levels of investigative coverage would have minimal affect on State's investigative program in terms of resource savings. State anticipates that there would be no alternative to conducting a full field background investigation on all individuals who are subject to worldwide assignment. Of those who are designated for domestic assignment only, State has already instituted a program of reviewing these positions and designating many as non-critical sensitive with reduced investigative coverage and clearance to the Secret level only. One of the difficulties which State anticipates in limiting initial clearances is the promotion opportunity which may be missed or postponed due to a delay in the clearance process. State proposes that prior to attempting an expansion of the three existing levels of position designation, that attempts be made to establish uniform criteria for investigating the three existing position levels. Additionally, it may be appropriate to differentiate and discuss criteria used to distinguish between suitability and reliability.

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## CLEARANCE:

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